

# Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

DOT HQ (Includes Sub-Level Offices)

For 4th Quarter 2025 for period ending September 30, 2025

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

## Part 1 Complaint Activity

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Number of Complaints Filed	271	176	235	293	276	247
Number of Complainants	263	169	230	277	261	229
Repeat Filers	7	7	5	15	13	15

## Part 2 Complaints by Basis

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Race	108	75	82	87	109	86
Color	31	0	48	48	51	44
Religion	13	0	34	28	20	15
Reprisal	151	0	131	169	171	148
Sex	99	0	77	99	112	77
PDA	1	0	2	2	7	8
National Origin	48	0	40	53	44	34
Equal Pay Act	8	0	6	9	7	2
Age	97	0	64	91	86	60
Disability	88	0	82	111	110	111
Genetics	3	0	9	4	6	2
Non-EEO	16	0	26	32	20	27

### Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Appointment/Hire	6	4	16	7	5	10
Assignment of Duties*	52	31	0	0	0	0
Awards	8	0	11	6	7	6
Conversion to Full Time/Perm Status*	1	0	0	0	0	0
Disciplinary Action: Demotion	2	3	1	3	8	1
Disciplinary Action: Reprimand**	15	9	0	0	0	0
Disciplinary Action: Suspension	7	14	16	24	11	16
Disciplinary Action: Removal	5	3	14	8	5	5
Disciplinary Action: Other Disciplinary Actions**	0	0	0	59	45	44
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	3	7	0	0	0	0
Perf. Eval./ Appraisal	45	19	37	38	38	31
Examination/Test	0	0	6	3	1	7
Harassment: Non-Sexual	166	116	157	201	179	138
Harassment: Sexual	16	9	7	25	19	8
Medical Examination	0	7	19	1	4	5
Pay including overtime	30	12	14	20	15	13
Promotion/Non-Selection	82	39	62	59	69	33
Reassignment: Denied/Directed	11	6	11	28	25	23
Reassignment: Directed	10	7	6	0	0	0
Reasonable Accommodation Disability	42	20	44	58	45	56
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	15	4	2	2
Retirement*	10	2	0	0	0	0
Sex-Stereotyping	0	0	0	0	1	1
Telework	15	5	11	16	20	13
Termination	30	15	18	21	30	31
Terms/Conditions of Employment*	29	18	0	0	0	0
Time and Attendance	24	17	30	54	23	29
Training	22	16	29	40	33	20

Other Terms/Conditions of Employment\*

0

0

0

109

102

90

**Part 4 Processing Time (Complaints Pending During FY)**

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Average days in Investigation for all cases pending during FY	304.8	251.12	156.57	130.0	145.19	154.64
Average days in Final Action for all cases pending during FY	63.28	157.19	272.35	100.41	44.93	51.44
Average days in Investigation with Hearing	308.53	248.12	141.91	135.86	155.67	163.63
Average days in Final Action with Hearing	25.75	150.47	143.8	30.68	10.82	39.30
Average Days in Investigation without Hearing	306.24	253.79	170.79	124.19	137.42	144.39
Average Days in Final Action without Hearing	82.34	247.56	329.77	138.59	65.38	57.89

**Part 5 Complaints Dismissed or Withdrawn**

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 09-30)
Total Complaints Dismissed by Agency	23	4	36	31	36	35
Average Days Pending Prior to Dismissal	48	133	224	177.65	71.81	65.66
Total Complaints Withdrawn by Complainants	22	10	3	6	13	41

**Part 6 Total Final Agency Actions Finding Discrimination**

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09-30)	FY 2025 % (thru 09-30)
Total Number Findings	3		1		0		1		0		0	
Findings Without Hearing	3	100	1	100	0	0	0	0	0	0	0	0

Findings With Hearing	0	0	0	0	0	0	1	100	0	0	0	0
--------------------------	---	---	---	---	---	---	---	-----	---	---	---	---

## Part 7 Finding of Discrimination by Basis

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09 30)	FY 2025 % (thru 09 30)
Total Number Findings	3		1		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	33.33	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	33.33	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	33.33	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Part 7 Finding of Discrimination by Basis (with Hearing)**

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09 30)	FY 2025 % (thru 09 30)
Findings After Hearing	0		0		0		1		0		0	
Race	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**Part 7 Finding of Discrimination by Basis (without Hearing)**

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 09 30)	FY 2025 % (thru 09 30)
Finding Without Hearing	3		1		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	33.33	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

## Part 8 Finding of Discrimination by Issue

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
<b>Total Number Findings</b>	3		1		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	1	100	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	1	33	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	2	67	1	100	0	0	1	100	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	1	100	0	0	0	0
Reassignment: Directed	1	33	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0



Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	100	0	0	0	0
---------------------------------------	---	---	---	---	---	---	---	-----	---	---	---	---

## Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Other Terms/Conditions of Employment\*

0

0

0

0

0

0

1

100

0

0

0

0

## Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 09-30)	FY 2025 % (thru 09-30)
<b>Findings Without Hearing</b>	3		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	1	33	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	2	67	1	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	1	33	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0

Other Terms/Conditions of Employment\*

0

0

0

0

0

0

0

0

0

0

0

0

0

**Part 9 Complaints Pending from Previous FY By Status**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 09-30)</b>
Total complaints from previous Fiscal Years	612	773	788	809	449	362
Total Complainants	508	645	655	672	370	303
Complaints Pending Investigation	90	96	105	96	76	46
ROI issued, pending Complainant's action	3	1	0	111	63	43
Complaints Pending in Hearing	412	451	464	474	217	171
Complaints Pending Final Agency Action	112	172	178	192	101	113
Complaints Pending Appeal with EEOC Office of Federal Operations	326	326	326	327	241	274

**Part 10 Complaint Investigations**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 09-30)</b>
Pending Complaints Where Investigations Exceed Required Time Frames	42	28	30	53	5	7